

Stimulate Growth in your Senior People

Executive Coaching and Senior Manager Development



Senior people are already successful and yet still have development needs like everyone else. Many need one-to-one programmes tailored to address their specific requirements, others improve in a more structured environment alongside their peers. We can provide tailored interventions, particularly where the senior person's needs are rooted in their gaining more through people.

We can help them understand organisational growth and regeneration...

- Predict organisational growth and difficulty
- Overcome obstacles to growth and improvement
- Stimulate creativity and innovation
- Avoid organisational decline
- Recognise the difference between cause and effect within the organisation

We can equip them to manage competent people...

- Step up to the GM role
- Avoid the 'Peter's Principle' trap
- Deal with 'the problem, not how they feel about the problem'
- Run productive senior meetings
- Read people - as skilfully as they read a balance sheet

We can introduce a 'senior perspective' on performance management...

- Manage performance, not work
- Configure the organisation for managed performance
- Appraise senior people effectively
- Achieve a balanced scorecard in their own performance
- Get 5% more from everyone's time

We can help them to recognise 'Executive blind spots' and move the organisation forward...

- Establish effective culture
- Appreciate blockages to creativity and innovation
- Stimulate people to succeed
- Identify the 'Pareto' in everything

Talented people just love to grow...



insight
infocus
intouch
inquestion